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IOWA Employment Review

THIRD QUARTER 1993

LMI

A LABOR MARKET INFORMATION PUBLICATION

Third Quarter Strong Despite July Flood

The third quarter reflected a strong performance despite the damage that was caused by the flood. Unemployment was reported at a 15-year low of 3.5 percent, and the state's labor force and employment levels were reported at record highs.

Unemployment conditions in Iowa compared favorably with a national jobless rate that averaged 6.7 percent for the third quarter. In September, Iowa had the third-lowest jobless rate in the nation at 3.4 percent. Nebraska and Utah were the only two states that fared better with respective rates of 2.5 percent and 3.3 percent.

Unemployment rates for the Iowa counties ranged from a high of 7.8 percent in Lee County to a low of 1.3 percent in Sioux County. The closing of the White/New Idea plant in Charles City caused a sharp increase in Floyd County's jobless rate for August and September. The plant shutdown affected over 400 area residents.

Recent assessments of the flood damage indicate that the state's agricultural sector incurred the heaviest financial losses. Because of the flood, general fund revenues are expected to be down $27.5 million in fiscal year 1994 and down $17.5 million in fiscal year 1995.

However, cleanup and construction work that resulted from the flood bolstered employment in some areas. Construction employment was at its highest level for the third quarter since 1980, and the average workweek in transportation and utilities was 1.9 hours higher than the same period one year ago.

Overall economic conditions were generally improved from last year. Low mortgage rates continued to fuel the housing industry, and manufacturing showed signs of a resurgence. Three manufacturing industries added 500 workers each over the year–lumber, wood, and furniture; construction machinery, and apparel.

Labor Surplus Listing Includes Only City of Ottumwa

The City of Ottumwa is the only area in Iowa that is included on the new list of labor surplus areas. The list is in effect from October 1, 1993 through September 30, 1994. The previous year's list had included the City of Clinton, Lee County, and the balance of Wapello County.

Civil jurisdictions are included on the current list if they had an average unemployment rate of 8.5 percent for calendar years 1991 and 1992. The qualifying rate of 8.5 percent is 20 percent higher than the national unemployment rate average for 1991 and 1992.

Employers located in labor surplus areas can be given preference in bidding on Federal procurement contracts. The labor surplus designation was set up to help channel the government's procurement dollars into areas of high unemployment.

1992 IOWA STATEWIDE WAGE SURVEY

The 1992 Iowa Statewide Wage Survey is now available. The report provides wage data on 79,705 workers in 411 occupations. The sample for the wage survey was designed by the Survey Section of the Statistical Laboratory, Iowa State University at Ames. The Survey Section also performed the estimation procedures. Surveyed employers varied in size and represented many types of industries.

Wage survey data can be used to determine equity of pay for employees, to attract industrial prospects, and to counsel job seekers and students. The wage data will form an important part of CHOICES, the state's career information system which is available in more than 160 schools, community colleges and DES Workforce Centers.

Copies of the survey can be obtained by contacting the Iowa Department of Employment Services, Labor Market Information Unit at 515/281-8179. Users who have a personal computer and a modem can access the information electronically by calling the DES Data Center at 515/281-3472.

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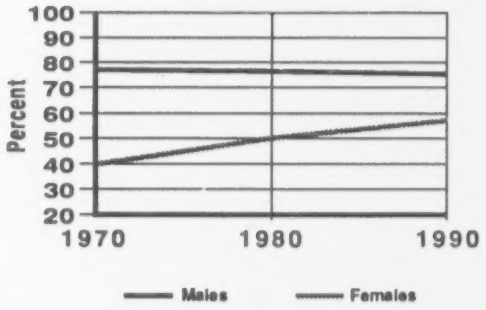
IOWA GENDER WAGE EQUITY STUDY 1993

Do wage disparities exist between men and women in Iowa? At the request of the Iowa Commission on the Status of Women, the Department of Employment Services (DES) recently conducted a survey to explore this issue. Gender wage equity is of particular concern since women will play a key role in shaping the labor force of tomorrow. In Iowa, women currently hold 46 percent of the jobs. Additionally, women compose one of the fastest-growing segments of the state's labor force. The labor force participation rate for women in Iowa has increased dramatically over the last two decades, rising from 40 percent in 1970 to 57.8 percent in 1990.

Labor Force Participation Rates by Gender 1970-1990



The DES Gender Wage Equity Study focused on "money wages" since this is one of the most measurable forms of compensation. A one-page questionnaire was designed to obtain information from a random sample of 1,000 Iowans. The questionnaire asked for information on occupation, industry attachment, educational level, years of experience in the occupation, race and ethnic background, hours worked per week, and commuting patterns. To select a sample for the survey, a data base was developed by using a cross-match of the 1992 Wage Record File (DES) and the 1992 Driver's License Master File (DOT). The survey was conducted during the first four months of 1993.

A total of 542 (54.2 percent) people responded to the survey. This number included 291 females and 251 males. An analysis of the survey results confirmed the previously held belief that a wage disparity does indeed exist between males and females. On the average, Iowa females earn 68 cents to the dollar earned by their male counterparts. Moreover, the survey also indicated that men still earn more than women even when women hold the same job and have an equal amount of education and experience.

The Gender Wage Equity Study also revealed a number of other interesting characteristics about the Iowa job market:

- Most of the working population in the state is over 30 years of age. Almost one-third of both males and females are over 50 years old.
- About 75 percent of females earn less than $24,000 per year compared to 42.3 percent for males.
- The service industry employs the largest proportion of both males and females. However, more males than females work in construction and manufacturing where wages tend to be higher.
- A large proportion of females (47.1 percent) consider themselves to be service workers, administrative support workers or sales workers. These occupations are referred to as the "sticky floor" occupations since they have limited potential for advancement.
- More females (37.8 percent) than males (27.9 percent) have one to five years of experience on the job. More males (25.9 percent) than females (12.7 percent) have over 20 years of experience on the job.
- Males and females have almost identical educational qualifications. However, more females than males have bachelor's degrees.
- Full-time schedules (defined as 30 or more hours per week for the study) are worked by 92

percent of the males and 82 percent of the females.

• An overwhelming number of respondents (91.3 percent) work in their county of residence. There is an almost even split between males and females who commute to border counties for work.

• Most respondents are satisfied with their jobs. However, a significant number of both genders chose to remain neutral on this issue.

Based on the findings of the DES study, the gender wage gap is wider in Iowa than it is nationally. According to the U.S. Bureau of Labor Statistics (BLS), the average weekly pay for women reached a record 76 percent of men's median pay in 1992. BLS data also indicate that the wage gap between the genders has narrowed by 13 percentage points since the fourth quarter of 1979. Corporate downsizing and the recent recession have contributed to this trend since these events hit men harder than women.

The DES study concludes with a number of policy options that can be implemented to further narrow the gender wage gap in the state: 1) Encourage females to enter occupations that have higher earning prospects. 2) Enforce anti-discriminatory laws to protect workers regardless of gender. 3) Promote a wider range of support services in the workplace, such as flexible work options and child care. 4) Offer incentives to high-tech firms and small businesses to hire, train, and advance females into jobs for which they qualify. To accomplish these goals, it will take continued commitment and cooperation on the part of business and government.

Average Annual Income Distribution

Dollars	Percent Females	Percent Males
Less than 12,000	40.5	17.1
12,000 to 16,000	8.6	8.4
16,000 to 20,000	10.3	6.8
20,000 to 24,000	15.8	10.0
24,000 to 28,000	6.2	9.2
28,000 to 32,000	5.8	11.6
32,000 to 36,000	5.5	6.8
36,000 to 40,000	3.4	5.6
40,000 +	3.8	24.7
	100.0	100.0

Source: Iowa Gender Wage Equity Study 1993

U.S. Statistical Update

Labor Force Data
(Seasonally Adjusted)

	July 1993	Aug. 1993	Sept. 1993	Sept. 1992
Civilian Labor Force	128,070,000	128,370,000	127,975,000	127,274,000
Employed	119,301,000	119,710,000	119,457,000	117,724,000
Unemployed	8,769,000	8,661,000	8,517,000	9,550,000
Unemployment Rate	6.8%	6.7%	6.7%	7.5%

* * *

Historical Labor Force Series*

Year	Civilian Labor Force			Unemployment Rates		
	Total	Employed	Unemployed	Total	Men	Women
1983	111,550	100,834	10,717	9.6	9.9	9.2
1984	113,554	105,005	8,539	7.5	7.4	7.6
1985	115,461	107,150	8,312	7.2	7.0	7.4
1986	117,834	109,597	8,237	7.0	6.9	7.1
1987	119,865	112,440	7,425	6.2	6.2	6.2
1988	121,669	114,968	6,701	5.5	5.5	5.6
1989	123,869	117,342	6,528	5.3	5.2	5.4
1990	124,787	117,914	6,874	5.5	5.6	5.4
1991	125,303	116,877	8,426	6.7	7.0	6.3
1992	126,982	117,598	9,384	7.4	7.8	6.9

* Labor force numbers expressed in thousands.

* * *

Consumer Price Indexes*
(All Items)

	CPI-U				CPI-W			
	Sept. 1993	Aug. 1993	Sept. 1992	%Change from Sept.1992	Sept. 1993	Aug. 1993	Sept. 1992	%Change from Sept.1992
U.S. City Average								
1967 = 100	434.7	433.9	423.2		424.9	424.2	414.5	
1982-84 = 100	145.1	144.8	141.3	2.7	142.6	142.4	139.1	2.5

*The Consumer Price Index for All Urban Consumers (CPI-U) extends coverage to such groups as salaried workers, the self-employed, retirees, and the unemployed. The index covers approximately 80 percent of the total noninstitutional civilian population of the United States. The CPI for Urban Wage Earners and Clerical Workers (CPI-W) represents about one-half of the population covered by the CPI for All Urban Consumers.

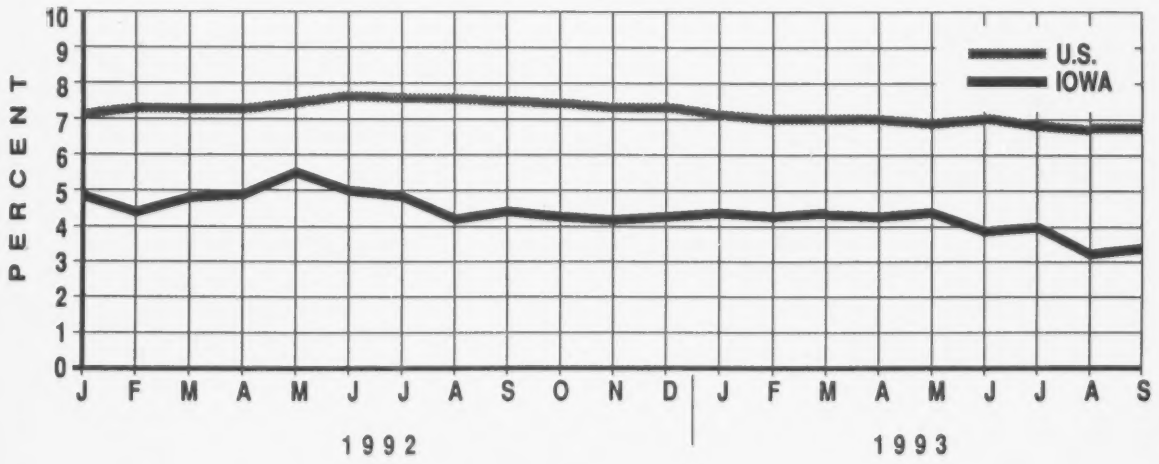
Source: Bureau of Labor Statistics, U.S. Department of Labor.

Iowa Labor Force Data

	Unadjusted				Seasonally Adjusted			
1992	Labor Force	Employment	Unemployment	Rate	Labor Force	Employment	Unemployment	Rate
January	1,531,000	1,445,800	85,200	5.6	1,541,200	1,466,500	74,700	4.8
February	1,522,300	1,445,300	77,000	5.1	1,533,900	1,466,700	67,100	4.4
March	1,543,000	1,458,300	84,800	5.5	1,546,900	1,472,600	74,300	4.8
April	1,534,200	1,460,000	74,200	4.8	1,531,800	1,457,000	74,800	4.9
May	1,560,400	1,477,600	82,800	5.3	1,553,600	1,468,500	85,100	5.5
June	1,572,500	1,490,500	82,100	5.2	1,557,500	1,479,000	78,500	5.0
July	1,577,400	1,506,900	70,500	4.5	1,557,900	1,483,600	74,300	4.8
August	1,559,200	1,496,600	62,600	4.0	1,561,400	1,495,400	66,000	4.2
September	1,544,600	1,483,700	60,900	3.9	1,563,100	1,494,800	68,400	4.4
October	1,559,400	1,497,800	61,500	3.9	1,553,900	1,487,300	66,600	4.3
November	1,558,000	1,498,600	59,400	3.8	1,554,300	1,488,500	65,800	4.2
December	1,550,000	1,487,000	63,000	4.1	1,555,300	1,488,300	67,000	4.3
1993								
January	1,556,200	1,477,200	79,000	5.1	1,567,300	1,497,900	69,500	4.4
February	1,562,300	1,484,800	77,500	5.0	1,573,300	1,505,800	67,500	4.3
March	1,572,600	1,493,700	78,900	5.0	1,576,400	1,507,400	69,000	4.4
April	1,567,300	1,499,800	67,500	4.3	1,564,700	1,496,700	68,000	4.3
May	1,585,500	1,517,900	67,600	4.3	1,577,500	1,508,600	68,900	4.4
June	1,613,500	1,548,100	65,800	4.1	1,599,400	1,536,800	63,000	3.9
July	1,617,100	1,556,500	60,600	3.7	1,596,800	1,532,400	64,400	4.0
August	1,597,700	1,548,900	48,800	3.1	1,595,200	1,543,700	51,500	3.2
September	1,585,400	1,537,600	47,800	3.0	1,602,100	1,548,200	54,000	3.4

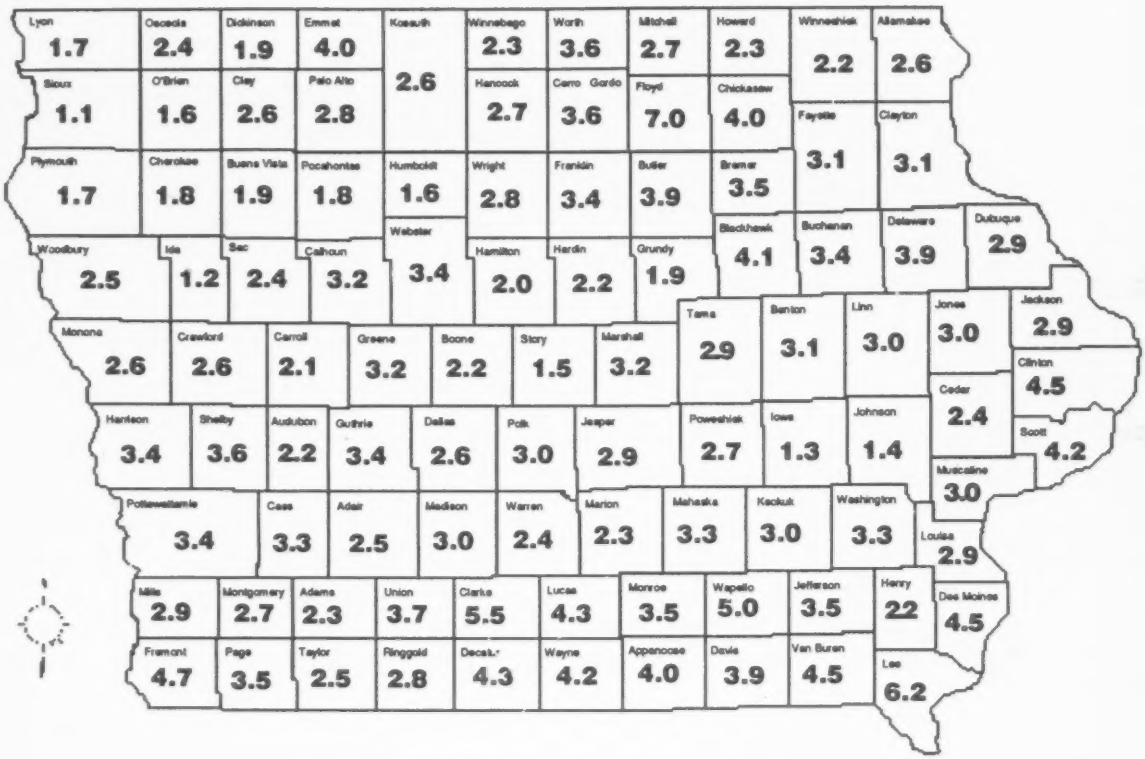
Source: Prepared in cooperaton with the Bureau of Labor Statistics, U.S. Department of Labor.

Iowa and U.S. Unemployment Rates*



* Iowa and U.S. unemployment rates are seasonally adjusted.

Iowa Unemployment Rates By County
September 1993



Highest and Lowest Areas of Unemployment
September 1993

Ten Highest Rates

Area	Rate
Floyd County	7.0%
Lee County	6.2%
Clarke County	5.5%
Wapello County	5.0%
Fremont County	4.7%
Clinton County	4.5%
Des Moines County	4.5%
Van Buren County	4.5%
Decatur County	4.3%
Lucas County	4.3%

Ten Lowest Rates

Area	Rate
Sioux County	1.1%
Ida County	1.2%
Iowa County	1.2%
Johnson County	1.4%
Story County	1.5%
Humboldt County	1.6%
O'Brien County	1.6%
Lyon County	1.7%
Plymouth County	1.7%
Cherokee County	1.8%
Pocahontas County	1.8%

Nonfarm Payroll Employment in Iowa

	July 1993	Aug. 1993	Sept. 1993	Sept. 1992
Total Nonfarm Employment	1,246,100	1,251,000	1,268,900	1,264,000
Goods Producing	287,100	290,600	288,800	287,600
Mining	2,300	2,300	2,200	2,300
Construction	54,000	55,000	53,500	52,600
Manufacturing	230,800	233,300	233,100	232,700
Durable Goods	128,300	128,000	128,200	128,600
Nondurable Goods	102,500	105,300	104,900	104,100
Service Producing	959,000	960,400	980,100	976,400
Transportation, Communication, & Public Utilities	54,200	54,300	53,900	54,700
Trade	322,300	323,400	322,500	320,300
Wholesale Trade	81,600	81,600	81,500	79,900
Retail Trade	240,700	241,800	241,000	240,400
Finance, Insurance, Real Estate	74,800	74,600	73,800	72,600
Services	301,000	302,200	309,300	310,600
Government	206,700	205,900	220,600	218,200

Source: Prepared in cooperation with the Burau of Labor Statistics, U.S. Department of Labor

Manufacturing Employment – Iowa

(In Thousands)

	1993	1992	1991	1990	1989	1988	1987	1986	1985	1984	1983
J	229.5	224.2	232.4	234.7	229.0	218.5	196.8	200.3	205.6	208.3	190.3
F	230.1	226.7	231.3	234.4	228.9	219.8	205.8	200.4	203.6	208.8	193.7
M	230.4	227.1	231.7	231.5	230.0	222.1	207.1	201.2	203.7	210.4	196.0
A	230.7	228.1	232.3	234.7	232.6	225.2	210.8	202.9	205.4	212.0	198.0
M	231.4	229.7	233.5	235.9	234.0	226.3	213.0	204.0	206.5	214.5	201.9
J	234.3	232.3	234.4	238.3	237.4	229.3	215.9	205.1	206.7	215.5	202.2
J	230.8	231.2	235.5	238.6	237.4	228.2	216.2	204.8	202.6	214.6	203.1
A	233.3	232.0	232.7	238.1	235.9	228.2	216.1	204.3	205.1	213.8	197.0
S	233.1	232.7	233.9	240.1	238.6	228.5	219.2	200.3	204.8	213.3	211.4
O	.....	230.7	232.1	238.8	238.3	229.7	219.8	198.1	204.8	212.5	210.6
N	.....	232.2	230.6	237.2	238.2	230.5	220.0	199.6	204.1	210.4	211.6
D	.....	231.4	229.8	235.0	237.7	230.8	221.0	199.0	203.8	208.5	211.5

Source: Prepared in cooperation with the Bureau of Labor Statistics, U.S. Department of Labor

Labor Force Data by Metropolitan Area

	July 1993	Aug. 1993	Sept. 1993	Sept. 1992
Cedar Rapids MSA				
Labor Force	99,400	100,100	98,800	97,700
Unemployment Rate	3.1	3.1	3.0	4.1
Des Moines MSA				
Labor Force	257,800	255,500	252,600	247,400
Unemployment Rate	5.0	2.9	2.9	3.6
Dubuque MSA				
Labor Force	47,300	47,100	46,600	46,000
Unemployment Rate	3.5	3.0	2.9	3.8
Iowa City MSA				
Labor Force	64,500	64,900	64,200	62,300
Unemployment Rate	1.8	1.6	1.4	2.2
Pottawattamie County				
Labor Force	47,300	47,100	46,500	46,500
Unemployment Rate	4.1	3.5	3.4	4.9
Scott County				
Labor Force	87,800	86,600	86,000	85,000
Unemployment Rate	4.2	3.7	4.2	5.3
Sioux City MSA				
Labor Force	65,700	65,000	64,200	63,000
Unemployment Rate	2.6	2.5	2.4	3.6
Waterloo-Cedar Falls MSA				
Labor Force	77,400	76,500	78,200	76,900
Unemployment Rate	4.2	4.0	4.0	4.9

Nonfarm Employment by Metropolitan Area

	July 1993	Aug. 1993	Sept. 1993	Sept. 1992
Cedar Rapids MSA	94,800	95,300	95,300	96,000
Davenport	72,800	72,700	73,500	74,000
Des Moines MSA	240,000	243,400	243,700	242,800
Dubuque MSA	46,400	46,700	47,000	47,300
Iowa City MSA	56,400	57,000	57,200	56,600
Council Bluffs	28,400	28,100	28,400	29,200
Sioux City MSA	58,100	57,800	58,200	58,100
Waterloo-Cedar Falls MSA	71,700	71,200	74,000	73,900

A Metropolitan Statistical Area (MSA) is defined as a county or group of counties that have a total population of at least 100,000. The area must also contain at least one city with a population of 50,000 or more. Outlying counties are included in an MSA based on their population densities and the volume of commuting to central counties.

Hours and Earnings of Production or Non-Supervisory Workers by Industry in Iowa

Year and Month	Total Private			Goods Producing			Mining		
	Weekly Hours	Hourly Earnings	Weekly Earnings	Weekly Hours	Hourly Earnings	Weekly Earnings	Weekly Hours	Hourly Earnings	Weekly Earnings
1992:									
July	33.9	$ 9.62	$326.12	40.8	$12.09	$493.27	48.6	$ 9.87	$479.68
Aug.	34.4	9.68	332.99	41.8	12.05	503.69	49.9	10.09	503.49
Sept.	33.4	9.83	328.32	41.0	12.31	504.71	47.8	9.98	477.04
1993:									
July	33.9	$ 9.91	$335.95	40.7	$12.36	$503.05	48.7	$10.31	$502.10
Aug.	34.5	9.93	342.59	41.8	12.34	515.81	52.0	10.59	550.68
Sept.	33.8	10.13	342.39	41.7	12.66	527.92	49.3	10.58	521.59

	Construction			Manufacturing			Service Producing		
1992:									
July	39.3	$12.70	$499.11	41.1	$11.97	$491.97	31.6	$8.59	$271.44
Aug.	42.1	12.90	543.09	41.7	11.85	494.15	32.0	8.67	277.44
Sept.	37.1	12.88	477.85	41.9	12.20	511.18	31.0	8.77	271.87
1993:									
July	39.6	$13.07	$517.57	40.9	$12.21	$499.39	31.6	$8.89	$280.92
Aug.	42.5	13.37	568.23	41.5	12.08	501.32	32.1	8.89	285.37
Sept.	40.6	13.42	544.85	41.9	12.49	523.33	31.2	9.02	281.42

	Transportation and Public Utilities			Trade			Finance, Insurance and Real Estate		
1992:									
July	39.5	$12.27	$484.67	30.0	$7.77	$233.10	35.4	$ 9.64	$341.26
Aug.	39.6	12.51	495.40	30.2	7.80	235.56	36.6	9.64	352.82
Sept.	39.2	12.82	502.54	29.6	7.89	233.54	35.0	9.71	339.85
1993:									
July	41.4	$12.87	$532.82	30.3	$7.96	$241.19	35.5	$10.00	$355.00
Aug.	41.1	12.98	533.48	30.6	7.90	241.74	37.0	10.06	372.22
Sept.	41.3	13.19	544.75	29.9	7.99	238.90	35.5	10.16	360.68

	Services		
1992:			
July	31.2	$8.37	$261.14
Aug.	31.7	8.49	269.13
Sept.	30.2	8.55	258.21
1993:			
July	30.5	$8.64	$263.52
Aug.	31.1	8.69	270.26
Sept.	30.0	8.84	265.20

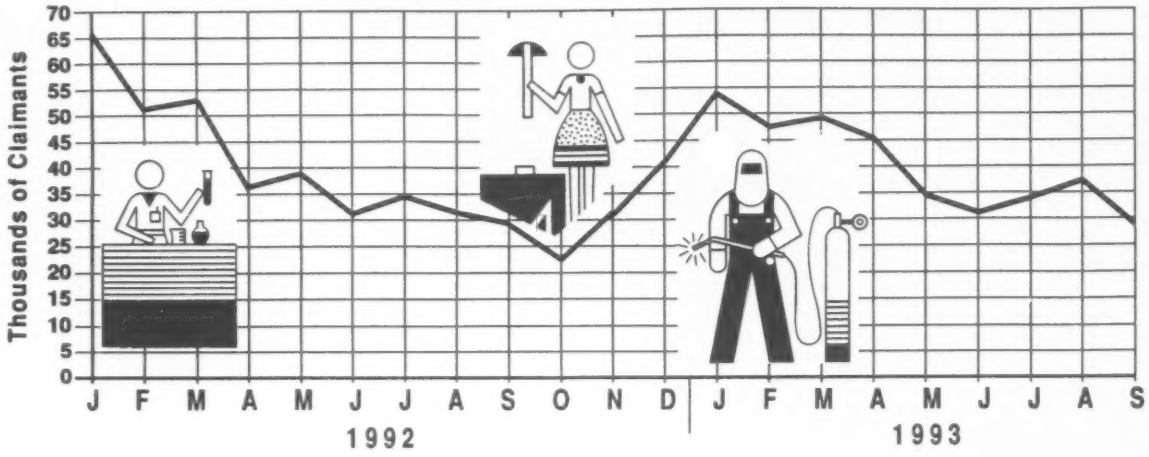
AVERAGE WEEKLY HOURS - relates to the average number of hours for which pay was received during the pay period that includes the 12th of the month. This is not the same as standard hours or scheduled hours.

AVERAGE HOURLY EARNINGS - derived by dividing gross payrolls by total hours which reflect the actual earnings of workers, including premium pay.

AVERAGE WEEKLY EARNINGS - derived by multiplying average weekly hours by average hourly earnings estimates.

Unemployment Insurance Recipients

Extended Unemployment Compensation (EUC Program)



September 1993 Benefits Total $16.9 Million

Third Quarter 1993 Totaled $53.4 Million

September 1993 jobless benefits totaled $16.9 million for 29,158, with $11 million paid to 19,556 Iowans who received regular benefits and $5.9 million for 9,602 who received the special Extended Unemployment Compensation program.

The September benefit total is $2.4 million less than the August 1993 total of $19.3 million but $1 million more than the September total for a year ago.

The September figures do not indicate any substantial changes. Industrial comparisons showed Iowa's employer-funded account remained at last year's total. The over-the-year benefit payment increase was largely due to $1.1 million increase in federally-funded EUC benefits.

Disaster Unemployment Assistance (DUA) benefits totaled $698,000 for 1,006 Iowans. DUA is a special federal program that provides aid to unemployed workers not covered by regular job insurance, farmers, the self-employed and others who might not normally qualify for benefits.

Jobless Benefits Increased Third Quarter 1993

Iowa's third quarter jobless benefits for 1993 totaled $53.4 million for 328,127 weeks of jobless benefits. Benefits for the same period in 1992 were $51.8 million for 325,887 weeks of joblessness.

The third quarter benefits amount included $36.1 million in regular benefits for 42,135 Iowans and $17.3 million in Extended Unemployment Compensation (EUC) for 15,801 Iowans. Most of the quarterly, over-the-year increase was due to the July 93 flooding.

Iowa Claimants By Month

	July 93	Aug 93	Sept 93
Job Insurance	23,639	26,532	19,052
Federal Unemployment Insurance	461	489	504
Extended Compensation	9,924	10,367	9,602
TOTAL	34,024	37,388	29,158

Unemployment Insurance Benefits Paid

Unemployment Insurance Programs	July 1993	Aug. 1993	Sept. 1993
Job Insurance (regular/state).....	$11,422,696	$12,920,533	$10,631,702
Federal Civilian Employees.....	46,442	62,992	70,710
Veterans.....	309,433	309,389	351,975
Shared Work (VSW).....	3,948	1,303	4,042
Total of All Regular Programs.....	11,782,519	13,294,217	11,058,429
Extended (EUC-UI) Compensation..	5,189,277	5,845,725	5,710,902
EUC-FE, UCX.....	175,077	163,397	162,648
EUC Total.....	5,364,354	6,039,302	5,873,550
Grand Total.....	**$17,146,873**	**$19,333,519**	**$16,931,979**

	January To September 1993	Same Period Year Earlier
Job Insurance (regular/state).....	$145,246,015	$155,566,832
Federal Civilian Employees.....	632,990	578,586
Veterans.....	3,312,585	4,731,753
Shared Work (VSW).....	18,518	49,296
Extended (EUC) Compensation	53,239,935	47,885,242
Total All Programs.....	**$202,450,043**	**$208,811,709**

	Sept. 30, 1993	Sept. 30, 1992
Balance of Job Insurance Trust Fund.....	**$630,222,000**	**$595,824,000**

DEPARTMENT OF EMPLOYMENT SERVICES
1000 EAST GRAND AVENUE
DES MOINES, IOWA 50319-0209

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